

Equity and Diversity Certificate

The **Equity and Diversity Certificate** helps participants develop tools necessary for advancing equity and diversity in all aspects of their personal and professional lives. It is free of charge and open to students, staff, faculty, and alumni on all campuses of the University of Minnesota.

The Certificate:

- Offers participants a **theoretical framework** for understanding equity and diversity work
- Helps participants **develop necessary skills** for equity and diversity work
- Gives participants direct experience **working and communicating across differences**

The Certificate has two levels: Basic and Advanced

Basic Certificate:

- 10 Certificate Program Workshops, 30 hours

Advanced Certificate:

- 10 Certificate Program Workshops, 30 hours
- Application Component, 6 hours
- Equity and Diversity Dialogue Circle, 18 hours

Workshops

Being an Ally in the Work of Equity & Diversity
Leadership in the Context of Equity & Diversity
Communicating on Issues of Equity & Diversity
Engaging Inclusive Design Concepts to Increase Access
Facilitating Challenging Conversations
Addressing Religious and Spiritual Identities in a Public Context
Race, Racism, and Privilege
Breaking the Glass Ceiling: Making the Case for Women's Equity
Understanding Disability & Advancing Access
GLBTQ Identities and Communities

Certificate workshops are offered every semester, including summer. Participants can register at: z.umn.edu/OEDworkshops.

Application Component

Participants complete at least six hours of 'service' related to equity and diversity work in their unit, department, student organization, or other venue. Participants consult with OED's Director of Education or the Education Program Manager about the parameters, expectations, and completion of this component. The application component form is available online at: diversity.umn.edu/EquityDiversityCertificate.

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Dialogue Circles

OED staff members facilitate Dialogue Circles for Certificate participants who complete all ten Certificate Program workshops. Dialogue Circles meet over the course of the academic year, from September to May. Circles are capped at eighteen participants, with more than one Circle running during the year. At least one circle will run on the East Bank and the St. Paul campuses. Participants can sign up for a Dialogue Circle at z.umn.edu/oeddc.

Topics:

Storytelling and Asking Deeper Questions
Understanding Our Privilege
Vulnerability and Being an Ally
Telling Our Stories
Understanding Trans/Gender
Looking at Class
Exploring Spirituality and Religion

Leadership, Engagement, and Development (LEAD) Program

The LEAD Program develops and increases the leadership capacity of University students, staff, and faculty. The yearlong program develops leadership through mentoring, personal assessment and reflection, educational programming, targeted skill-building through group work, and community building. The LEAD Program frames leadership development around understanding ourselves, our communities, and our work in the larger context of equity and diversity. For more information and to apply for the LEAD Program, visit z.umn.edu/leadprogram.

Topics:

Workshop 1: Emotional Intelligence
Workshop 2: Design Thinking
Workshop 3: Self Care
Workshop 4: Success Signals: Managing Communication & Conflict
Workshop 5: Collaboration and Evaluation
Workshop 6: Visionary Leadership

Contact Us with Questions

For more details about the Equity and Diversity Certificate Program, access Frequently Asked Questions at z.umn.edu/certificateFAQ.

Please direct questions about the Certificate Program to Wendy Weimerskirch Plager, OED Education Program Manager, OEDed@umn.edu, **612-624-0594**.